

CABINET COUNCIL ON MANAGEMENT AND ADMINISTRATION

Meeting #10
April 28, 1983, 2:00 p.m.
The Cabinet Room

MINUTES

Attendees: The President, The Vice President, Meese, W. F. Smith, Block, Baldrige, Heckler, Dole, Devine, L. Smith, Harper, McNamar, Thayer, Hovde, Hesse, Wright, M. Smith, Darman, Fuller, Whittlesey, Bledsoe, Dunlop, Jenkins, Cribb, Holmer, Cicconi, Risque, Gall, Rogers, Korten, DeMuth, Bistany, Muss, Atwater

1. Regulatory Reform/Paperwork Reduction (CM#328)

Mr. Wright briefly reviewed the Paperwork Reduction Act and the implications for OMB. OMB is concerned that the bill submitted in the House by Congressman Brooks will restrict OMB's ability to carry out regulatory reform. Mr. Wright sought approval to work out a compromise amendment with Congressmen Brooks and Horton, that would avoid possible floor amendments. The President approved this strategy.

2. Procurement Reform (CM#207)

Mr. Wright presented background information about the need to reauthorize the Office of Federal Procurement Policy (OFPP). Three options were suggested: 1) to support S. 1001, and work with Senator Cohen to shape it to the Administration's views; 2) to seek extensive modifications of the House bill, H.R. 2293; or 3) to introduce separate legislation. The OMB recommendation was to simultaneously pursue options 1 and 2, though the chances for achieving Option 2 may be slim. This position was supported by Mr. Harper. Mr. Thayer supported the approach, and especially Option 1. The President approved the OMB recommendation.

3. Reorganization Authority (CM#359)

Mr. Meese presented the background for this topic. H.R. 1314 has been introduced by Congressman Brooks to modify the existing reorganization authority. Mr. Wright has been the lead person in testifying on the proposed amendments, and sought authorization to support the Brooks bill with two changes: nondisclosure of presidential directives; and increasing from three to four the number of reorganization plans that can be in Congress at one time. The President approved this approach.

4. Occupational Opportunities for Women (CM#361)

A presentation was given by Mr. Devine. It included historical data on women in the workforce and women in executive positions in the Federal government. He presented charts showing the distribution of women and men in various occupational groups, and changes between 1977 and 1981. Another chart indicated that under this administration, 14.2% of the appointments to non-career SES professionals have gone to women, while only 5.5% of career SES appointments have gone to women. Mr. Devine pointed out that the percentage of women separated during a RIF of supervisory and management positions is higher than the percentage of women employed. This was attributed to the fact that women in these positions have less seniority. Mr. Devine discussed several charts containing reasons why there have been differential effects on women in recruitment, upward mobility and separations.

OPM proposed five recommendations for enhancing movement of women into supervisory and executive positions: recruit more executives from outside of government, make a long term shift to cognitive examinations, limit over-credentialling in development of job standards, have Executive Resources Boards consider upward mobility for women, and base RIFs on performance.

Mr. Thayer pointed out that the restrictions on entry into government make it difficult for qualified women and others to be chosen. Mr. Harper commented that only two of the recommendations were within the purview of Department and Agency heads to implement: the use of Executive Resources Boards, and recruitment from outside government. Secretary Heckler suggested that more women should be placed on Executive Resources Boards and promotion panels. Her belief was that many times women are subconsciously overlooked in promotions. Attorney General Smith followed up Mr. Thayer's point citing the difficulties posed by the Ethics in Government Act. Mr. Harper indicated that Secretary Dole, who had to leave the meeting early, has underway in the Department of Transportation an effort to remove barriers to promotion of women into executive and management positions. She would like to present the results to the CCMA at its next meeting. Mr. Meese suggested that since time had expired, and in deference to Secretary Dole's request, decisions on this item be held over until the next meeting. The President concurred.